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Industrial Disputes, Australia

The number of disputes (strikes or lockouts), employees involved and working days lost; cause of dispute; duration; and the reason work resumed

Reference period June 2025

Released 10/09/2025

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Key statistics

In the June quarter 2025:

- 44 disputes occurred.
- 15,900 employees were involved and 28,500 working days lost.
- disputes occurred in 8 industries and in 5 states.

During the year ended June 2025, there were 185 disputes and a total of 142,900 working days lost.

Key statistics

	Quarter		Year ended	
	March Quarter 2025	June Quarter 2025	June Quarter 2024	June Quarter 2025
Number of disputes (no.)				
New	34	39	179	176
Total	44	44	193	185
Employees involved ('000)				
New	8.9	14.7	65.9	76.3
Total	10.3	15.9	67.3	78.4
Working days lost ('000)	13.9	28.5	120	142.9

Overview

In the June quarter 2025, there were:

- 44 disputes, remained the same as the previous quarter.
- 15,900 employees involved, an increase from 10,300 in the previous quarter.
- 28,500 working days lost, an increase from 13,900 in the previous quarter.

Year ended estimates:

- 185 disputes occurred, 8 less than in the previous year.
- 142,900 working days were lost, 22,900 more than in the previous year.

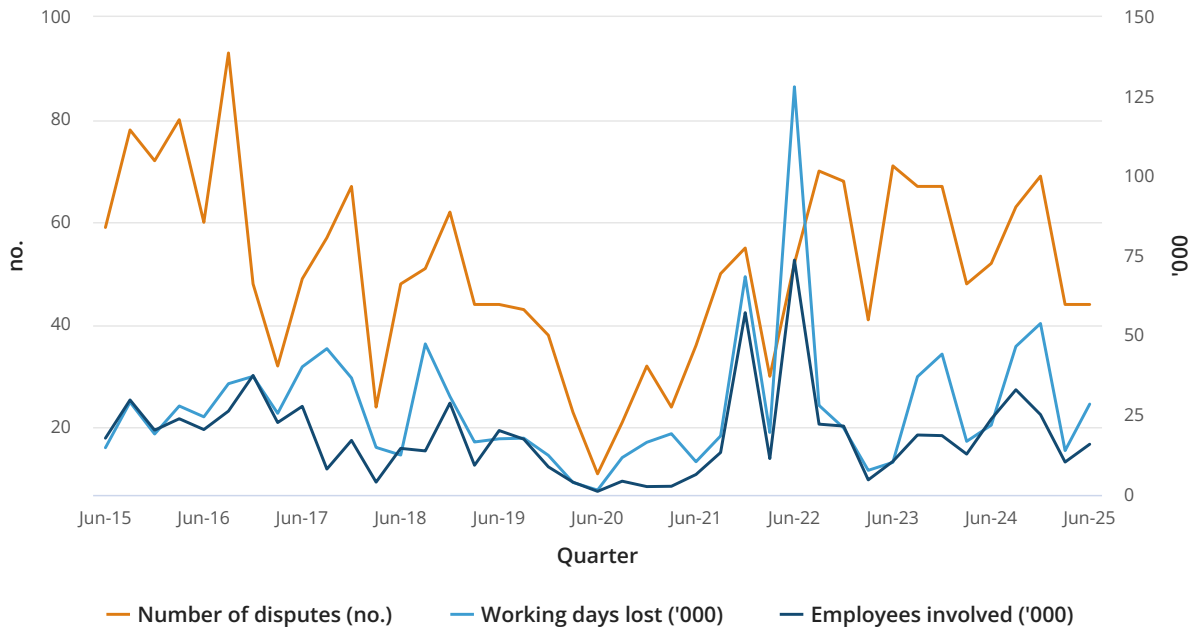
Industrial disputes which occurred during the quarter

	Number of disputes		Employees involved		Working days lost
	New (no.)	Total (no.)	New ('000)	Total ('000)	('000)
June Quarter 2023	57	71	9.6	10.5	10.2
September Quarter 2023	53	67	17.4	18.8	37.1
December Quarter 2023	47	67	14.3	18.6	44.2
March Quarter 2024	36	48	10.6	12.8	16.8
June Quarter 2024	43	52	23.6	23.8	21.9
September Quarter 2024	54	63	30.9	33.0	46.6
December Quarter 2024	49	69	21.7	25.2	53.8
March Quarter 2025	34	44	8.9	10.3	13.9
June Quarter 2025	39	44	14.7	15.9	28.5

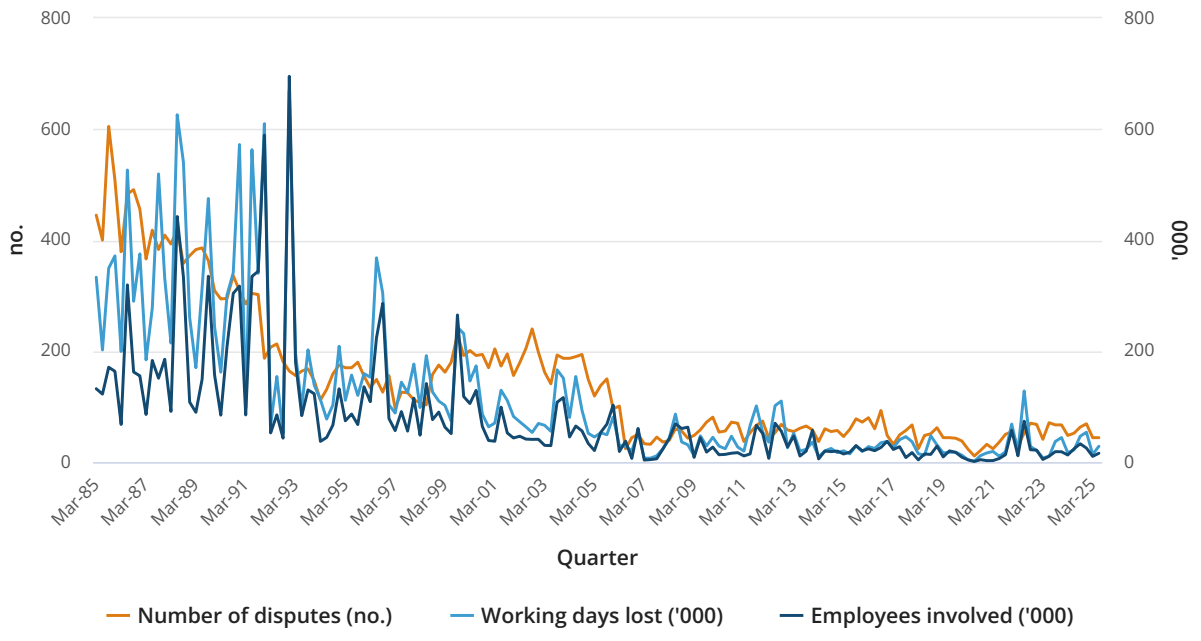
Long-term trends

The level of industrial disputation over recent years is considerably lower than in the 1980s and prior decades.

Industrial disputes in the last 10 years, Australia



Industrial disputes historical series, Australia



Industry

In the June quarter, disputes occurred in eight industries. Just under a half (47%) of the total working days lost were in the Construction industry.

Industrial disputes which occurred during the quarter, industry

		March Quarter 2025		June Quarter 2025	
		Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
Mining					
	Coal mining	np	np	np	np
	Other mining	np	np	0.1	0.3
Manufacturing					
	Metal product etc (a)	1.8	5.6	2.2	7.3
	Other manufacturing	4.1	8.2	1.6	3.1
Construction		3.4	3.0	13.4	12.3
Transport, postal & warehousing		2.7	4.1	1.6	2.4
Education & training; Health care & social assistance		np	np	7.8	2.3
Other industries (a)		1.0	0.1	np	np
All industries		13.9	1.0	28.5	2.1

(a) see Glossary - Industry (/methodologies/industrial-disputes-australia-methodology/Jun-2025#glossary) - for details of industries included

(np) not available for publication but included in totals where applicable, unless otherwise indicated

States and territories

Disputes occurred in five states in the June quarter, the highest (44%) of the total working days lost occurred in New South Wales.

Industrial disputes which occurred during the quarter, states and territories

	March Quarter 2025		June Quarter 2025	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
New South Wales	2.6	0.6	12.7	3.1
Victoria	6.0	1.7	2.9	0.8
Queensland	4.2	1.5	10.1	3.6
South Australia	0.6	0.7	np	np
Western Australia	0.5	0.3	np	np
Tasmania	-	-	-	-
Northern Territory	0.1	0.5	-	-
Australian Capital Territory	-	-	-	-
Australia	13.9	1.0	28.5	2.1

(-) nil or rounded to zero (including null cells)
(np) not available for publication but included in totals where applicable, unless otherwise indicated

Cause of dispute

Most industrial disputes are Enterprise Bargaining (EB) related. Over the past 10 years, disputes over employment conditions have generally been the most prevalent.

EB related issues were the cause of 79% of disputes (31 of 39) which ended in the March quarter 2025.

Cause of dispute for disputes which ended during the quarter

		December Quarter 2024			March Quarter 2025		
		Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Enterprise Bargaining related							
	Remuneration	12	2.0	9.5	7	1.3	2.4
	Employment conditions	41	20.8	46.4	24	4.3	12.7
	Other	-	-	-	-	-	-
Non-Enterprise Bargaining related							
	Remuneration	-	-	-	1	0.1	0.1
	Employment conditions	-	-	-	-	-	-
	Health and safety	4	1.0	0.8	3	0.2	0.2
	Job security	-	-	-	-	-	-
	Managerial policy	-	-	-	2	0.2	0.3
	Union issues	-	-	-	1	0.2	-
	Other	2	23.0	24.5	1	3.8	2.8
Total		59	46.7	81.3	39	10.1	18.4

(-) nil or rounded to zero (including null cells)

Working days lost

Working days lost is a measure of the length of a dispute, relative to the number of employees involved.

Of the 39 disputes which ended in the March quarter, 22 lasted Up to and including 1 day. These disputes had:

- 6,600 employees involved; and
- 4,200 working days lost.

Working days lost for disputes which ended during the quarter

	December Quarter 2024			March Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Up to and including 1 day	29	20.9	14.2	22	6.6	4.2
Over 1 day and up to including 2 days	14	20.7	24.7	6	1.1	1.6
Over 2 and less than 5 days	7	1.8	6.2	7	0.8	2.3
5 and less than 10 days	3	0.8	5.0	2	np	np
10 days and over	6	2.5	31.3	2	np	np
Total	59	46.7	81.3	39	10.1	18.4

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Reason work resumed

The reason work resumed relates to the last day of action taken. Resumption of work can occur without resolution to the issues that triggered the dispute.

There was a pre-determined return to work for 77% of disputes (30 of 39) which ended in the March quarter 2025.

Reason work resumed for disputes which ended during the quarter

	December Quarter 2024			March Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Negotiation without intervention of a third party	6	3.0	24.1	5	np	np
State legislation	-	-	-	-	-	-
Federal legislation	-	-	-	1	np	np
Pre-determined return to work	51	43.6	57.1	30	np	np
Resumption without negotiation	2	0.2	0.1	3	0.1	0.1
Mediation	-	-	-	-	-	-
Other reasons	-	-	-	-	-	-
Total	59	46.7	81.3	39	10.1	18.4

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Data downloads

Time Series Spreadsheets

Download all (494.68 KB)

Table 1: Industrial disputes which occurred during the period

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[58.79 KB]

Table 2a: Industrial disputes which occurred during the period, working days lost, industry

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[54.67 KB]

Table 2b: Industrial disputes which occurred during the period, working days lost per thousand employees, industry

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[54.35 KB]

Table 3a: Industrial disputes which occurred during the period, working days lost, states and territories

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[63.87 KB]

Table 3b: Industrial disputes which occurred during the period, working days lost per thousand employees, states and territories

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[62.55 KB]

Table 4a: Industrial disputes which ended during the period, cause of dispute
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[96.66 KB]

Table 4b: Industrial disputes which ended during the period, working days lost per employee involved
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[64.29 KB]

Table 4c: Industrial disputes which ended during the period, reason work resumed
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[82.03 KB]

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Methodology

Industrial Disputes, Australia methodology, June 2025